

# **Implementing & Scaling 8-Week Courses for Institutional Transformation**



**Texas Success Center**

**Webinar Learning  
Series: Faculty  
Buy-In**

**Dr. Christine Bailie**

Director of Institutional  
Strategy, Texas Success  
Center

# Leader Colleges Pairings

Odessa College CEO: Dr. Greg Williams	Kilgore College CEO: Dr. Brenda Kays	Grayson College CEO: Dr. Jerry McMillian
<b>Austin Community College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Richard Rhodes POC: Dr. Monique Umphrey, Provost	<b>Alvin Community College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Robert Exley POC: Stacy Ebert, Interim VP of Instruction	<b>Trinity Valley CC</b> (Transition through Fall 2024)  CEO: Dr. Jerry King POC: Dr. Kristin Spizzirri, VP of Instruction & Chief Academic Officer
<b>El Paso Community College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Serrata POC: Pam Payne, Angeles Vazquez, Steven Smith	<b>Laredo College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Minita Ramirez (July 1) POC: Dr. Marisela Rodriguez Tijerina, Chief Academic Officer/Texas Pathways Lead; Dr. Fred Solis, VP of Enrollment and Student Success	<b>Paris Junior College</b> (Implementation in Fall 2022)  CEO: Dr. Pam Anglin
	<b>Del Mar College</b> (Scaled Implementation in Fall 2023)  CEO: Mark Escamilla POC: Dr. Jonda Halcomb	<b>Texarkana College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Jason Smith POCs: Donna McDaniel; Dixon Boyles
	<b>Lamar State Orange</b> (Implementation in Fall 2021)  CEO: Dr. Thomas A. Johnson POC: Dr. Wendy Elmore, Provost	<b>Howard College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Cheryl Sparks POC: Cindy Smith, Dean of Student Success; Amy Burchett, District VP, Academic & Student Affairs/CAO
		<b>Vernon College</b> (Scaled Implementation in Fall 2023)  CEO: Dr. Dusty Johnson POC: Shana Drury, VP of Instructional Services

# Expectations

- Redesign of systems to scale 8-week courses
- New course offerings for Fall 2023 (spring registration)
- CEO to CEO executive coaching
  - focused on institutional vision, scale, success metrics, and lessons learned
  - 4 check-ins through December (~monthly)
- Technical Assistance
  - Webinar Series (July 27, Sept 9, October 5)
  - Texas Pathways Pre-Institute (November 14 in Dallas)
- Site Visit (\$2,000 travel, hotel, and F&B expenses reimbursable)
- 2-page Progress Report due on 12/15/22 to TSC (use template)



# Planning for Fall Site Visits

## Travel Reimbursement:

- MAX: \$2,000 per mentee college
- One invoice for all team members who traveled
- Provide copies of all receipts AND mileage maps for driving
- Submit to [fday@tacc.org](mailto:fday@tacc.org) before November 30

Implementing and Scaling 8-Week Courses for Institutional Transformation						
Reimbursement Request Form - College Site Visit to Leader College						
<b>Requested by:</b>	First & Last Name, Title					
<b>Mentee College:</b>	Name of your college					
<b>Check Payable to:</b>	Name of your college					
<b>Mailing Address:</b>	Full mailing address please; one single check will be mailed for all expenses incurred					
<b>Destination/Leader College:</b>	Location of Travel					
<b>Purpose/reason for travel:</b>	8-Week Courses - Leader College Site Visit					
<b>Dates of Visit</b>	<b>Date</b>	<b>Date</b>	<b>Date</b>			<b>TOTAL</b>
Personal Car Daily Mileage Driven:						
Mileage x \$0.625/mile (Q3 and Q4 2022 mileage rate increased, per IRS website)	\$0.00	\$0.00	\$0.00			\$0.00
Airfare						\$0.00
Rental Car						\$0.00
Taxi/shuttle fare						\$0.00
Taxi/shuttle tips						\$0.00
Parking						\$0.00
Hotel						\$0.00
Hotel Taxes						\$0.00
Hotel Tips						\$0.00
Meals						\$0.00
<b>Other expenses (please list):</b>						\$0.00
						\$0.00
						\$0.00
<b>Total Travel Reimbursement</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$0.00</b>
<b>MAXIMUM ALLOWABLE REIMBURSEMENT PER MENTEE COLLEGE: \$2,000</b>					<b>Total Amount:</b>	<b>\$0.00</b>
First & Last Name	Date	Expenses incurred were on behalf of the Texas Association of Community Colleges or the Texas Community College Education Initiative and reimbursement/payment, as requested, is in conformance with policies and procedures adopted by the TACC/TCCEI or its Executive Committee.				
Signature of Person Completing This Form	Date					
Note: Invoices may be submitted to <a href="mailto:fday@tacc.org">fday@tacc.org</a> through November 30, 2022. Travel reimbursements will not be provided for invoices submitted after November 30, 2022. Please refer to TSC's travel policies to comply with fiscal documentation procedures.						

# Pre-Institute Workshop: "Implementing & Scaling 8-Week Courses for Pathway Transformation"

## Who should attend

- Implementation Team (5 maximum)

## How to attend

- Contact your Pathways Lead for Institute registration info.
- Opt-in to this workshop during registration.

## What to prepare: 7-minute capstone presentation

- What was your college's ultimate goal?
- What systems and processes have you put in place to support 8-week courses?
- What are your next steps for this project?
- How will you determine that your college is successful?
- What key accomplishments has your college achieved in 2022?



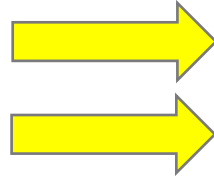
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# Resources

## TSC Events Page

- Recordings
- slide deck



**TEXAS SUCCESS CENTER**  
**TSC Events**

**Upcoming Events**

SEP 9, 2022	Implementing and Scaling 8-Week Courses for Transformational Change: Webinar #2 – Faculty Buy-In	
OCT 5, 2022	Implementing and Scaling 8-Week Courses for Transformational Change: Webinar #3 – Dual Credit/ECHS	
NOV 14-16, 2022	Texas Pathways Institute #6: Teaching and Learning in a Texas Pathways Framework Dallas, Texas	<a href="#">DOCUMENT CENTER</a>
JAN 31, 2023	TACAO Quarterly Board Meeting	
FEB 2, 2023	State Associations Quarterly Board Meeting	
<a href="#">LOAD MORE</a>		

**Featured Past Events**

SEP 5, 2022	Labor Day: TACC Offices Closed	
SEP 2, 2022	Pathways Leads Orientation Webinar for Texas Pathways Institute: Teaching and Learning in a Texas Pathways Framework	
JUL 29, 2022	Texas Schools Project's Research Studies	
JUL 28, 2022	Knowledge Development Steering Committee Meeting	
JUL 27, 2022	Implementing and Scaling 8-Week Courses for Transformational Change: Webinar #1 - Financial Aid	

# Topic Overview: Faculty Buy-In



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# Kilgore College Faculty Buy-In

Dr. Tracy Skopek



# Faculty Buy-In: Necessary Ingredients

- Recognize Faculty Importance to Process
- Keep Focus on Big Picture
- Leadership Needs to be All-In



# Kilgore College 8-Week Course Data

	TOTAL COURSES	8-WEEK COURSES	% OF TOTAL COURSES THAT ARE 8-WEEK COURSES	Transfer	% OF 8-WEEK COURSES THAT ARE TRANSFER COURSES	Workforce	% OF 8-WEEK COURSES THAT ARE WORKFORCE COURSES
FA 2018	1212	49	4%	14	29%	35	71%
FA 2019	1078	647	60%	472	73%	175	27%
FA 2020	931	593	64%	412	69%	181	31%
FA 2021	971	617	64%	423	69%	194	31%
FA 2022	998	583	58%	403	69%	180	31%
OVERALL	5190	2489	48%				
	OF THE 2489 8-WEEK COURSES:						
Transfer	1724	69%					
Workforce	765	31%					
	REMOVING DUAL CREDIT (45 DC 8-week courses):						
Transfer	1705	70%					
Workforce	739	30%					

# Changing Culture to Embrace 8-Week Scheduling

## Not Understanding the 'Why'

- Show Me the Data
- How Does it Compare?

## Getting Lost in 'How' Fears

- Co-Req Courses
- STEM
- Scheduling
- Load and Overload

## Sacrificing Quality & Rigor

- Focus on Core Objectives & Student Learning Outcomes
- Let it Go!

# Changing Culture to Embrace 8-Week Scheduling

## Exemptions

- Consistency
- Why Change to Why Not Change
- Strong Messaging
- Create a fair process





- Listen to Concerns
- Faculty Champions
- Include Faculty: Planning, Implementing and Reviewing

# Getting Started



Jason Graves, Chair, Language Development

David Fonteno, Psychology Instructor

Michael Ferguson, Chair, Auto Tech & Public  
Services

Alesha O'Steen, Chair, Industrial Technologies

Mary Shaw, Chair, Biological Sciences

# KC's Faculty Team







GRAYSON  
COLLEGE



**Dr. Chase Machen**

Dean of Academic and Workforce Instruction  
machenc@grayson.edu

**Dr. Logan Maxwell, Director of Success Initiatives**

Former Chair of Mathematics and Engineering  
maxwelll@grayson.edu

**Dr. Karen Campbell**

Associate Dean of Academic and Workforce Instruction  
campbellk@grayson.edu

**Dr. Michale Ayers**

Associate Dean of Academic and Workforce Instruction

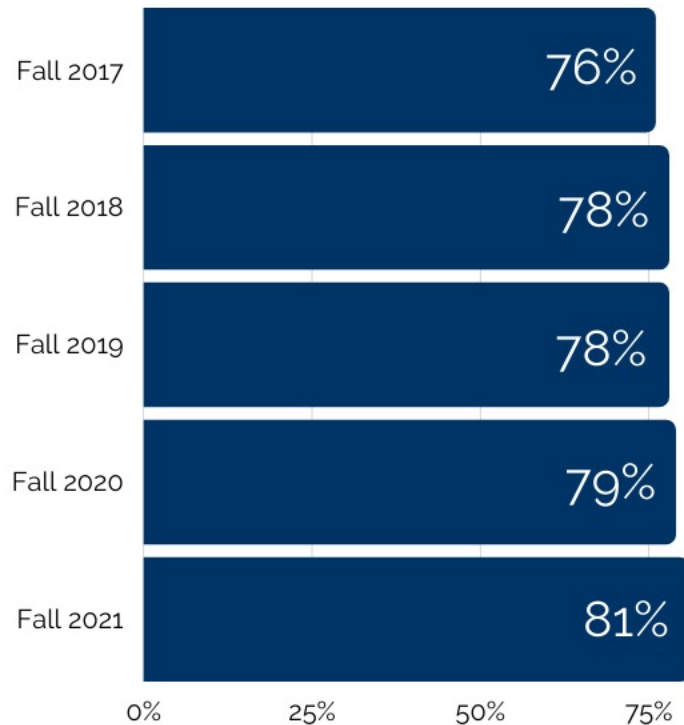




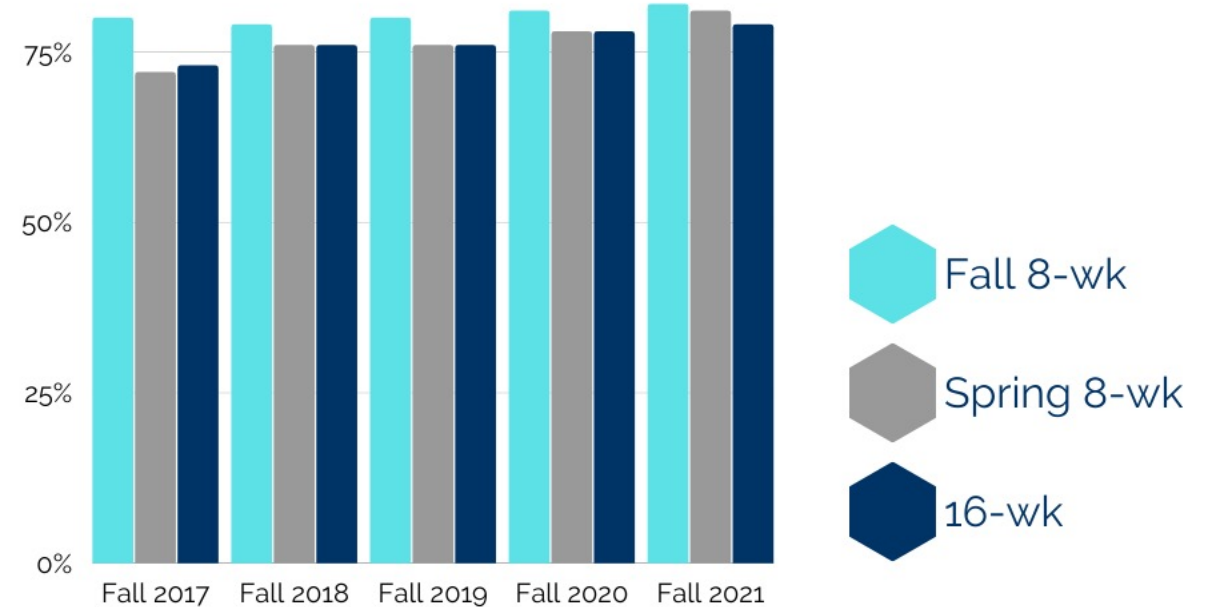
# PRESIDENTIAL PERSPECTIVE OF ACCELERATED PATHWAYS

Reason for Transition = Student Success  
Increased Course Completion (As, Bs, and Cs)

## 8-Week Course Success Rates



## Course Success Rates by Term



# Grayson College Courses NOT in the 8 Week Format

--broad  
examples

## ACADEMIC/TRANSFER COURSES

- Upper Level Math Courses such as Calculus I, II, and III
- Ag Science Courses involving livestock/reproduction
- Fine Arts courses (excluding theory courses) like Painting and Ceramics
- Viticulture and Enology
- Co-Requisite Courses
- Music Private Lessons

## WORKFORCE COURSES

- Police Academy
- Computer Science
- Electrical Technology

## HEALTH SCIENCE COURSES

- Associate Degree Nursing
- Licensed Vocational Nursing
- Dental Assisting
- Radiology Tech

**\*\*No Dual Credit Courses\*\***



## 8 Week Waiver Process

**8 Week Waiver Committee Membership:** Vice President of Instruction, Instructional Deans, Faculty Association President, Department Chairs, and Health Science Program Directors

### **Waiver Review Process:**

Department Chairs/HS Directors bring faculty proposals to appropriate dean.

After dean approval, the courses and justification are brought to committee for review

Deans and Committee will take the following items into consideration when reviewing waiver proposals:

- Involved contact hours that were problematic to condense – potential example is welding
- Involved faculty who were very challenged by the (ex. courses tied to clinical and full semester alignment was necessary due to clinical rotations- potential example is LVN or ADN)

### **Deadlines for Waivers:**

Monday, October 2<sup>nd</sup>: Waiver Proposals due to Dean

Friday, October 6<sup>th</sup>: Dean approved proposals submitted to VPI to prepare for review by committee

Week of October 9<sup>th</sup>: Review of proposals by committee

# CONNECT WITH US



@GraysonCollege





Janice Hicks, Ph.D.

Vice President of Institutional Effectiveness

[jhicks@odessa.edu](mailto:jhicks@odessa.edu)

- Robert Rivas | Chief of Staff & Interim Dean of the School of Business & Industry | [rrivas@odessa.edu](mailto:rrivas@odessa.edu)
- Pervis Evans | Dean of the School of Liberal Arts & Education | [pevans@odessa.edu](mailto:pevans@odessa.edu)
- Allisa Cornelius | Dean of the School of Health Sciences | [acornelius@odessa.edu](mailto:acornelius@odessa.edu)



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ODESSA COLLEGE

# DROP RATE IMPROVEMENT PROGRAM

**DECREASED**  
DROP RATES FOR  
ALL STUDENTS

**INCREASED**  
SUCCESS FOR  
ALL STUDENTS

ALL STUDENTS  
**EQUITY GAPS**  
GONE OR REDUCED

# ODESSA COLLEGE FACULTY COMMIT TO

1

interact with students by name by  
first class/end of first week

2

close monitoring of student  
behavior & progress with  
immediate intervention



one-on-one meetings/frequent  
communications with students  
early in semester

3

highly structured courses with  
penalties for missed exams &  
assignments, etc. but flexible  
when appropriate

4

# EIGHT-WEEK COURSES at SCALE



# ODESSA COLLEGE

## INSTRUCTIONAL CONSIDERATIONS

Course  
Design/Delivery

Schedule  
Design

Faculty  
Load/Overload

Faculty  
Training

Calendar

Dual Credit

# ODESSA COLLEGE INSTRUCTIONAL CONSIDERATIONS



**DO** find a **champion**

**DO** review course and program level **outcomes**, eliminate redundancies

**DO** have some **grace**

**DO** convert **ALL** sections

# ODESSA COLLEGE INSTRUCTIONAL CONSIDERATIONS

**DO NOT** use the **textbook** as  
an excuse



**DO NOT** allow courses to be 16  
**OR** 8 week

**DO NOT** be afraid to burn the  
boats

# ODESSA COLLEGE

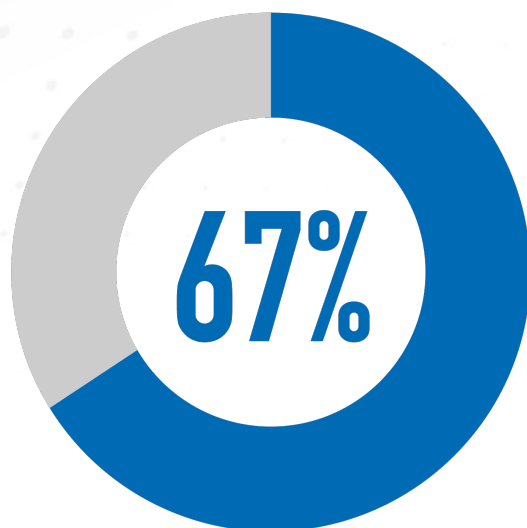
## 16 WEEK COURSES

- Internships | Practicums | Clinicals
- Dual credit off-campus
- Varsity KINE courses
- Applied Visual & Performing Arts Courses
- AGRI, WLDG, RADR, RNSG, PTHA, CHEM (organic), co-reqs



2010

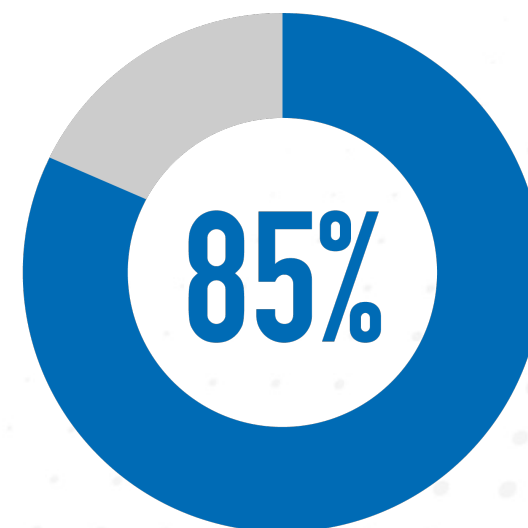
**10%**  
DROP RATE



SUCCESS RATE

2021

**3%**  
DROP RATE



SUCCESS RATE

# Questions?

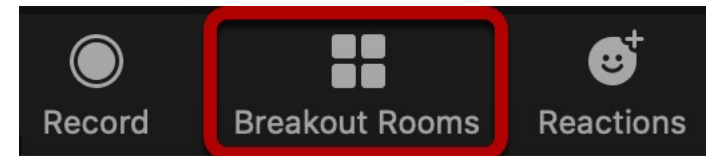


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# Breakout Session: Q&A with Leader College



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\* Select your designated Leader College

**See you October 5<sup>th</sup>**

# **Webinar #3: Dual Credit and Early College Programs**



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